

Message Text

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SUBJECT: FAO COUNCIL - POSITION PAPER ITEM 29(A)

REF: ROME 15525

1. DRAFT POSITION PAPER POUCHED FROM ROME NOVEMBER 8
RECEIVED ONLY MONDAY. FOLLOWING IS RECOMMENDED POSITION:

A. DRAWING ON COMMENTS IN THE FINANCE COMMITTEE REPORT
CL 64/5 THE DELEGATION SHOULD EXPRESS STRONG REGRET OVER
WHAT SEEMS TO BE LITTLE PROGRESS ON THE GENERAL SERVICE
SALARY MATTER SINCE THE JULY COUNCIL. A MATTER SO CON-
TROVERSIAL AS TO HAVE CAUSED A STRIKE IN A TECHNICAL
ORGANIZATION IS ONE WHICH REQUIRES PRIORITY ATTENTION BY
BOTH MANAGEMENT AND STAFF.

B. NOTING THE FINANCE COMMITTEE'S DIFFICULTY OF PROVIDING
ADVICE ON A PROBLEM IN WHICH SO LITTLE PROGRESS HAS BEEN
MADE, THE DELEGATION SHOULD URGE THAT MANAGEMENT PUSH
ON WITH THEIR DISCUSSIONS ON METHODOLOGY WITH A VIEW TO
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AN AGREEMENT WHICH WILL BE FAIR TO THE STAFF AND TO THE

MEMBERSHIP WHICH, THROUGH THE COUNCIL, HAS EXPRESSED ITS STRONG CONCERN OVER THIS LONG CONTINUING ISSUE.

C. TAKING NOTE OF MANAGEMENTS INABILITY TO REACH EARLY AGREEMENT ON METHODOLOGY AND THE FACT THAT BECAUSE OF

MEETINGS AND HOLIDAYS LITTLE SUCCESS IS APT TO BE ACHIEVED BEFORE EARLY 1975, THE DELEGATION MAY SUGGEST THAT THE FINANCE COMMITTEE (WHICH WILL MEET IN APRIL) BE ASKED TO REVIEW THE METHODOLOGY BEFORE THE SURVEY IS UNDERTAKEN. LITTLE ADDITIONAL DELAY SHOULD BE ENCOUNTERED AND THE MEMBERS WOULD BE ASSURED THAT THE AGREED PROCEDURES ARE IMPARTIAL. SINCE THE EARLIER AGREED TIME SEQUENCE HAS NOT BEEN MET THE COUNCIL HAS EVERY RIGHT REQUEST ADDITIONAL FINANCE COMMITTEE INVOLVEMENT.

2. NOTE: UNFORTUNATELY, 63RD COUNCIL GAVE NO DIRECTION WITH REGARD TO METHOD OF CONDUCTING NEW SURVEY AND INTERPRETATION OF INFORMATION COLLECTED. FAO THUS PLANS TO HAVE OPERATION CONDUCTED JOINTLY BY STAFF AND MANAGEMENT REPRESENTATIVES WORKING IN TEAMS. SINCE PARAGRAPH 49, REPORT OF 63RD COUNCIL, MAKES NEW SURVEY BINDING ON BOTH MANAGEMENT AND STAFF, IT IS NOW VITALLY IMPORTANT THAT AGREED METHODOLOGY FOR SURVEY BE SOUNDLY BASED AND IN ACCORDANCE WITH GUIDING PRINCIPLES. AT TIME OCTOBER FINANCE COMMITTEE SESSION, MANAGEMENT AND STAFF HAD ONLY PROGRESSED ON METHODOLOGY TO AN ORAL AGREEMENT IN A WORKING PARTY. IT SEEMS UNLIKELY THAT A FINAL AGREEMENT ACCEPTABLE TO THE OVER-ALL STAFF AND MANAGEMENT CAN BE REACHED BEFORE EARLY 1975. FINANCE COMMITTEE REVIEW OF THE METHODOLOGY, AS RECOMMENDED IN POSITION 1. C ABOVE WOULD HELP PROTECT MEMBER INTEREST IN THE SURVEY. THE LOOSE HANDLING OF THE STAFF-MANAGEMENT AGREEMENT IN MAY AND LACK OF PROGRESS TO DATE ON METHODOLOGY WOULD RECOMMEND A CLOSE, CONTINUING WATCH BY MEMBERS. INGERSOLL

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